



1 COCA-COLA PLAZA  
ATLANTA, GEORGIA

ADDRESS REPLY TO  
P.O. BOX 1734  
ATLANTA, GA 30301

Via US Mail

June 30, 2020

Wesley Reed  
Statewide Rapid Response Coordinator  
Nevada Dept of Employment, Training and Rehabilitation  
500 E 3rd St  
Carson City, NV 89713

Dear Sir or Madam:

Over the past several years, we have been assessing Odwalla's ("Company") position in the marketplace to determine the best path forward. Lackluster sales, changing customer preferences, and external realities necessitated that we explore cost-cutting measures to sustain and grow our business.

Despite these efforts, our progress has been mixed. Because of the above factors, coupled with the current challenges faced by many of our customers, and the changing landscape in the beverage category, the Company has made the difficult decision to cease operations at the facility located at 5470 Wynn Road Suite 100, Las Vegas, NV 89118. We anticipate that these layoffs, when finalized, will be permanent and that the entire facility will be closed.

Affected employees will be separated from employment on August 31, 2020. A list of job titles and the number of employees currently holding affected positions accompanies this letter as **Attachment A**. Bumping arrangements are not available for affected employees.

This announcement and timetable are based on the best information currently available. Various factors may still affect these plans and the timing of employee separations. You will be informed of any changes as additional information becomes available. To the extent these plans constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed by the Act. The Company, however, by providing this notice does not admit that the Act applies or that this notice is legally required.

As has long been our culture at Coca-Cola, we do not take decisions about job impacts lightly and will treat our people with dignity, fairness and respect throughout this process.

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In addition, we will be providing employees with transition support and assistance. We are committed to doing all of this quickly as we move to build an organization that is agile and positioned for growth.

If you have any questions or desire additional information, please contact Dora Wong, Public Affairs & Communications Director, at: (510) 219-4735.

Very truly yours,

*Valerie R. Love*

Valerie Love  
Senior Vice President, Human Resources  
Coca-Cola North America

Encl.: Attachment A